



State of California
Employment Training Panel

Training Proposal for:
GreenPlumbersUSA

Agreement Number: ET09-0244

Panel Meeting of: **October 17, 2008**

ETP Regional Office: **Sacramento**

Analyst: K. Ohta

PROJECT PROFILE

Contract

Type: SET - Priority/Retrainee
SET - Priority/SB<100

Industry

Sector(s): Construction

Counties

Served: Los Angeles, Orange, Sacramento

Repeat

Contractor: ☐ Yes ☒ No

Union(s): ☐ Yes ☒ No

Priority

Industry: ☒ Yes ☐ No

Turnover Rate %	Manager/ Supervisor %
≤20%	N/A

FUNDING DETAIL

Program Costs	Support Costs	Total ETP Funding
\$184,484	\$12,633	\$197,117

In-Kind Contribution
\$250,000

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Average No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	SET Priority Retrainee	Commercial Skills	100	24 - 40	- 0 -	\$462	\$23.36
				Weighted Avg: 24			
2	SET Priority SB<100	Commercial Skills	247	8 - 60	- 0 -	\$611	\$23.36
				Weighted Avg: 22			

Minimum Wage by County: SET Frontline statewide average hourly rate is \$23.36

Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: ☐ Yes ☒ No ☐ Maybe

Health benefits are not applicable because the employer is already paying more than the ETP Minimum Wage.

Other Benefits: Vary among participating employers

Wage Range by Occupation	
Occupation Title	Wage Range
Plumbers (Journey-Level)	
Frontline Managers	

INTRODUCTION

In this proposal, GreenPlumbersUSA (GreenPlumbers) seeks funding for retraining as outlined below:

Founded in 1987, GreenPlumbers is a non-profit training organization dedicated to providing up-to-date industry skills and securing high-quality job opportunities for its members and non-members. GreenPlumbers is eligible to receive ETP funding as a professional association or trade association. GreenPlumbers is an Internal Revenue Code Section 501 (c) 3 corporation which serves the training needs of its membership. In 2007, GreenPlumbers was created through an agreement with Green Plumbers of Australia to bring an enormously successful water and energy conservation program to America. This program was designed to protect natural resources through plumbing efficiencies improved technologies to demonstrate a reduction in water demand, and, at the same time, a curtailment of greenhouse gas emissions which was necessary to further limit global warming.

Special Employment Training

Funded under Special Employment Training (SET), the company is not required to demonstrate out-of-state competition and the trainees are not required to meet eligibility standards for retraining.

This project will be funded under SET for frontline workers earning at least the state average hourly wage. Participating employers will primarily consist of plumbing companies operating in the construction industry. According to *GreenPlumbers*, this core group of participating employers does not face out-of-state competition.

ETP funds will be used to implement a new retraining program for approximately 347 journey-level plumbers and frontline managers in the skills necessary to perform innovative installation and repair techniques, using environmentally conscious/green plumbing materials.

Employer Demand

According to representatives from *GreenPlumbers*, the craft of plumbing is undergoing significant changes due to industry modernization, including the shift to green materials. As these changes continue to occur, so does the complexity of the construction projects.

Journey-level plumbers working in residential and commercial locations install and repair various types of hot water heaters, cooling and heating appliances, and other plumbing needs. Due to customer demand and manufacturers producing environmentally conscious/green plumbing materials, distinct methods of repair and installation are required. The training outlined in this proposal will teach installers new techniques for working with green plumbing materials.

The proposed ETP-funded journey-level classroom/laboratory training will assist employers and workers by:

1. Meeting the industry's increasing demand for skilled plumbers.
2. Preparing employees for changes created by green initiatives. These green initiatives are driven by the customers. If the employees do not meet the needs, customers will seek skilled employees from other sources, such as out-of-state contractors.
3. Learning to control costs and remain competitive against out-of-state and low wage competition. Participating employers working with trained technicians will be able to control costs by reducing on-the-job scrap and having employees work more efficiently.

PROJECT DETAILS

The training curriculum was developed by *GreenPlumbers* with input from its members. All of the employers in the core group realize new strategies must be implemented to meet their goals and to transition to high performance workplaces. Additionally, many small business employers do not have the resources to upgrade the skills of their employees. The curriculum was customized to address the training needs of participating employers and journey-level plumbers and frontline managers seeking to upgrade their skills. *GreenPlumbers* trainers are qualified members of the profession. Training will take place in various locations throughout Los Angeles, Orange, and Sacramento counties.

Commercial Skills training will focus on new installation and repair techniques for working with environmentally friendly plumbing materials.

Commitment to Training

GreenPlumbers representatives state that the training will not displace existing training provided by employers. Participating employers do not have a formal training program established for their employees on a consistent and continuous basis. Training that is offered by employers consists of informal on-the-job training, offsite seminars, safety training, and new hire orientation.

Classes cover subjects such as sexual harassment prevention, safety human resources, and first aid.

Frontline Worker

Training will be made available for job classifications with “manager” in the title. In fact, based on the nature and scope of the job duties, these employees are eligible for overtime compensation. Therefore, they meet the Panel’s definition of frontline workers. (Title 22, CCR, Section 4400(ee).)

RECOMMENDATION

For the reasons set forth above, staff recommends approval of this proposal. This project will improve the skill sets of journey-level plumbers and frontline managers while providing enhanced employment opportunities, job security, and wages.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum**Class/Lab Hours**

24 – 40 Job Number 1
8 – 60 Job Number 2

Commercial Skills**+ Climate Care**

- Hot Water Heating
- Energy Consumption
- Heating Appliances
- Cooling Appliances
- Greenhouse Gas Abatement

+ Solar Hot Water

- Solar Hot Water Technology
- State Rebate Information
- Sizing and Installation
- Retro Fitting
- New Technology

+ Caring For Our Water

- Water Efficient Products
- New Technology
- Household Water Audits
- Reducing Household Water Consumption
- Stormwater

+ Water Efficient Technology

- Reuse/Recycled Water
- Rainwater
- Graywater
- Septic Tanks/Wastewater Treatment Systems
- Environmental/Public Health/Safety (Above and beyond Cal-OHSA requirements)

+ Inspection Report Service

- Water and Energy Audits
- Commercial/Industrial and Residential Buildings
- Creating a Master Plan for Future Improvements

Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: GreenPlumbersUSA

CCG No.: ET09-0244

Reference No: 08-0902

Page: 1 of 2

PRINT OR TYPE

Company: Bianchi Plumbing

Address: 3618 Broadway

City, State, Zip: Sacramento, CA 95817

Contact Person/Title: Paul Bianchi, III - Owner

Telephone No.: 916-456-4738

Collective Bargaining Agreement(s): N/A

Estimated #of employees to be retrained under this Agreement: 50

Total # of full-time company employees worldwide: 300

Total # of full-time company employees in California: 300

Company: Hoffman SouthWest Corp DBA Roto-Rooter

Address: 23311 Madero Street

City, State, Zip: Mission Viejo, CA 92691

Contact Person/Title: Dennis Hoffman, Owner

Telephone No.: 949-380-4161

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 25

Total # of full-time company employees worldwide: 25

Total # of full-time company employees in California: 25

Company: McDonald Plumbing

Address: 3618 Broadway

City, State, Zip: Sacramento, CA 95817

Contact Person/Title: Vince McDonald, Owner

Telephone No.: 916-456-4738

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 10

Total # of full-time company employees worldwide: 18

Total # of full-time company employees in California: 18

**Participating Employers in Retrainee
Multiple Employer Contracts**

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Page: 2 of 2

PRINT OR TYPE

Company: Plumbing Concepts

Address: 22951 La Palma Avenue

City, State, Zip: Yorba Linda, CA 92887

Contact Person/Title: John Raya, Owner

Telephone No.: 714-692-3890

Collective Bargaining Agreement(s): N/A

Estimated #of employees to be retrained under this Agreement: 50

Total # of full-time company employees worldwide: 250

Total # of full-time company employees in California: 250

Company: Risse Mechanical

Address: Post Office Box 67

City, State, Zip: Rio Linda, CA 95673

Contact Person/Title: Terry Risse, Owner

Telephone No.: 916-991-3015

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 25

Total # of full-time company employees worldwide: 200

Total # of full-time company employees in California: 200

Company: Sundance Plumbing

Address: 385 West Grove

City, State, Zip: Orange, CA 92865

Contact Person/Title: Bill Taylor, Manager

Telephone No.: 714-685-9757

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 10

Total # of full-time company employees worldwide: 50

Total # of full-time company employees in California: 50